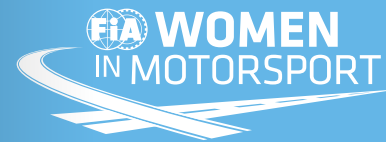




# **YOUR CAREER AS MOTORSPORT OFFICIAL**





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► Are you interested in a career in Engineering? Do you want to know more about other careers in Motorsport? Would you like to meet the women in WTCR?

Have a look at our dedicated booklets [Engineer Your Career](#), [Your Career in Motorsport](#) and [Women in WTCR!!](#)



“It is the athlete, in every sport, who naturally claims the headlines for their achievements, but behind each of them, there is a team. Engineers, mechanics, strategists, physiotherapists and a raft of other support personnel strive tirelessly to help realise dreams and ambitions.”

**Michèle Mouton**  
President,  
FIA Women in Motorsport Commission

Part of that team is also a group of unsung heroes, without whom sport would simply not happen.

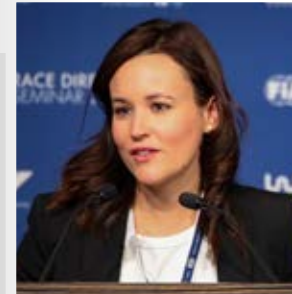
Volunteers and officials are the backbone of our sport and their hard work and dedication ensures the safety and success of events the world over. Raising awareness and giving thanks to these volunteers who devote their time to carrying out a wide variety of essential roles is vital to the future of our sport.

We would like to encourage more people to take a look at the exciting opportunities, whether as

a marshal, race official or medic, and our latest booklet showcases the variety of roles fulfilled by just some of our passionate and devoted volunteers.

To those who already give up their time to be part of the motor sport community, we all thank you. We really hope we can also inspire more people of all ages to get involved and become part of the global family that keeps motor sport on track.





“Volunteers and Officials (V&O) are the heart and soul of Motorsport. They are the invisible heroes responsible for granting sporting equity and safe competitions to all the participants and spectators”

**Silvia Bellot**  
WIM Ambassador,  
Volunteers and Officials Representative

Volunteering as a motorsport official is the best way of joining the racing community and getting close to your heroes.

This booklet is a tool for girls and women that are passionate about the sport and would like to be part of this family but don't know how. Through the chapters we will describe the different volunteers and officials' roles, the necessary skills and the main steps to join motorsport.

When I had my first motorsport experience at the age of 13 years old, I dreamed off attending World Championship Events, working with the most relevant drivers in each discipline and reaching senior positions as an official; but the truth was that there were almost no female role models who represented me and who I could learn from.

In the FIA Women in Motorsport Commission, we believe that the use of role models is the most efficient way to show young girls that our sport

is full of career opportunities for women. At the end of the day “If I did it, you can also do it!”

Thanks to the efforts made by federations, clubs and national representatives, in the last decade we achieved a higher number of female officials, but there is still a lot of work to do. Our short-term mission is to work on retaining the already existing female volunteers, to improve training opportunities and to promote the best officials into senior positions within the ASNs and the FIA. We are also focused in recruiting the new generation and ensuring continuity in the sport.

Finally, in this booklet we would like to go one step forward and promote successful women in the different FIA regions. We are aware that each country has its own specificities, traditions and challenges, but want to highlight that there are no limits for passionate and powerful women around the globe.

# Why are volunteers and officials important?

- Every motor sport event requires a variable number of volunteers and officials, without them the sport could not function.
- Officials ensure that events are conducted fairly in accordance with the regulations.
- Volunteers and officials also make possible that the Events are run in a safe manner. Not just for competitors but for other officials and spectators also.
- The officials' roles are very diverse, for more information check App V of the FIA International Sporting Code
- Areas in which you can specialize are technical, sporting, media and emergency.

**TECHNICAL** implies the use of technology (instruments or software) to conduct the motor sport activities. In this area engineering and technical knowledge are an advantage but they are not essential.

## SCRUTINEER

- Entrusted with checking the mechanical state of the Automobiles. For this purpose, they may use specific homologated instruments or software.
- Carry out controls in the cars before, during and/or after the Event
- Communicates the results of their checks to the Clerk of the Course or the Stewards via written report
- Informs the Stewards of any possible breach of the technical regulations. That information may include measurements, drawings, pictures or any other relevant evidence that could help the Stewards when taking a decision.

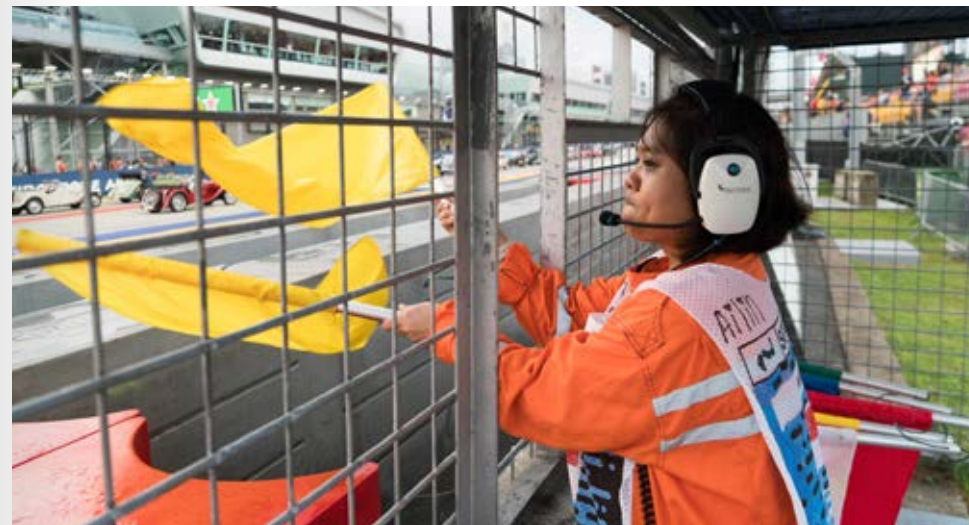
## TIMEKEEPER

- Operates the technological devices at their disposal to control timing
- Responsible to start the competition, whenever instructed to do so by the Clerk of the Course.
- Declares and sign classifications with the times taken by each automobile to complete the course. That could be the results of a stage, practice session, race or speed record.
- In circuit races, informs of the result of a photo finish in case of a dead heat.

**SPORTING** involves all the activities that make possible the development of a motor sport event at a track or in the road, in accordance with the regulations.

## MARSHAL

- Ensures that the Events can run safely and unimpeded by any obstruction on the track or special stage.



- Creates the safest environment possible for competitors, marshals and spectators.
- Specifically entrusted with the flag signaling of a section, as specified in the Appendix H of the FIA International Sporting Code.
- As soon as the Event starts, each marshal is under the orders of the Clerk of the Course, to whom she shall immediately report all incidents or accidents which might occur in her section.
- There are different types of roles classified as followed: chief marshals track/road marshals, flag marshals, paddock marshals, grid marshal and pit lane marshal.

## JUDGES OF FACT

- Officials appointed by the organizing committee to supervise race starts and the finish line.
- Start Line judges shall immediately indicate to the Clerk of the Course of any false start

- Finish Line judges inform in the orders that the automobiles cross the finish line.
- Other examples of judges of facts are the ones responsible in deciding if a driver failed to respect the track limits.

## SECRETARY OF THE EVENT

- Responsible for the organization and coordination of the event's administrative activities, which may include the creation of the supplementary regulations and the event's schedule and conducting administrative checks.
- Supports the Clerk of the Course by producing any necessary documentation for the event.
- Distributes and ensures of the receipt of all information by the main officials, competitors and drivers.

## CLERK OF THE COURSE

- Responsible of conducting the event in accordance with the applicable regulations.
- Immediate responsible for all the event's officials and safety.
- Should remain in permanent communication with the Race Director, if any.

## RACE DIRECTOR (for circuit races only)

- Has control of the practice and the race and can propose to the Stewards any modifications to the timetable.
- Shall have overriding authority over the Clerk of the Course.
- Responsible for starting the race, suspending it and the use of the Safety Car.

## STEWARDS

- In charge of enforcing the regulations during a competition. They operate as a panel, which shall have at least three members, being one of them designated as a Chairman.
- May rule on an alleged breach of regulations and impose an appropriate penalty, if necessary.
- Can disqualify a competitor, postpone a competition and receive intentions of appeal.
- They can also order technical checks, alcohol and doping controls during the course of a competition.
- At the end of the Event, they are responsible of making the results final.



**MEDIA is the discipline of communication. This can include anything from printed paper, digital or social media. The main position in this area is Press Officer.**

## PRESS OFFICER

- Represents the organization to the media
- Deals with national and regional print media, broadcast and online media
- Responds to enquiries from journalists
- Promotes to the journalists her organization's stories

**EMERGENCY includes all of the disciplines that deal with safety, recovery of vehicles and participants and potential injuries. The officials in this area require of a very specific knowledge and training, as well as the capacity to act under stress situations.**

## MEDICAL OFFICER

- Doctor of medicine, qualified according to the laws of their country
- Executes the intervention plan designed by the ASN
- Diagnoses any possible illness or injuries connected with the activities generated in competition
- Provides and administers an adequate treatment

## FIRE MARSHAL

- Marshal trained to fight fires or a professional firefighter responsible of extinguishing fires on road or track events.
- Operates under the orders of the race or rally control

## RESCUE OFFICER

- Trained to intervene under the orders of race or rally control in case of accidents in roads or racetracks

## RECOVERY OFFICER

- Responsible for the recovery of any type of vehicle from the road or racetrack.

All the officials need a license to conduct their motorsport activities, which also gives access to an insurance coverage in case of being involved in an incident during an Event.

There are as many licenses types as roles, and most of the ASNs include different grades of experience (trainee, bronze, silver and gold) in each category.



## What skills does an official need?

An official or volunteer requires some (if not all) of the following attributes:

- Professionalism
- Follow instructions
- Integrity
- Communication
- Honesty
- Rules knowledge
- Impartiality
- Efficient management
- Punctuality
- Ability to work in a team
- Reliability
- Constructive criticism
- Courteous, respectful

These attributes are not determined by your gender. Female volunteers and officials are able to help shape the future of motorsport world for us. If there were more women involved in the sport the solutions, communications and decisions would be more diverse and would further help to make the competitions and motorsport a better. Motorsport needs women!

So, if you have any of these attributes you too could be and official, all you need is passion and commitment. Becoming a motorsport official is the best way of getting close to the action without being in the driver's seat.

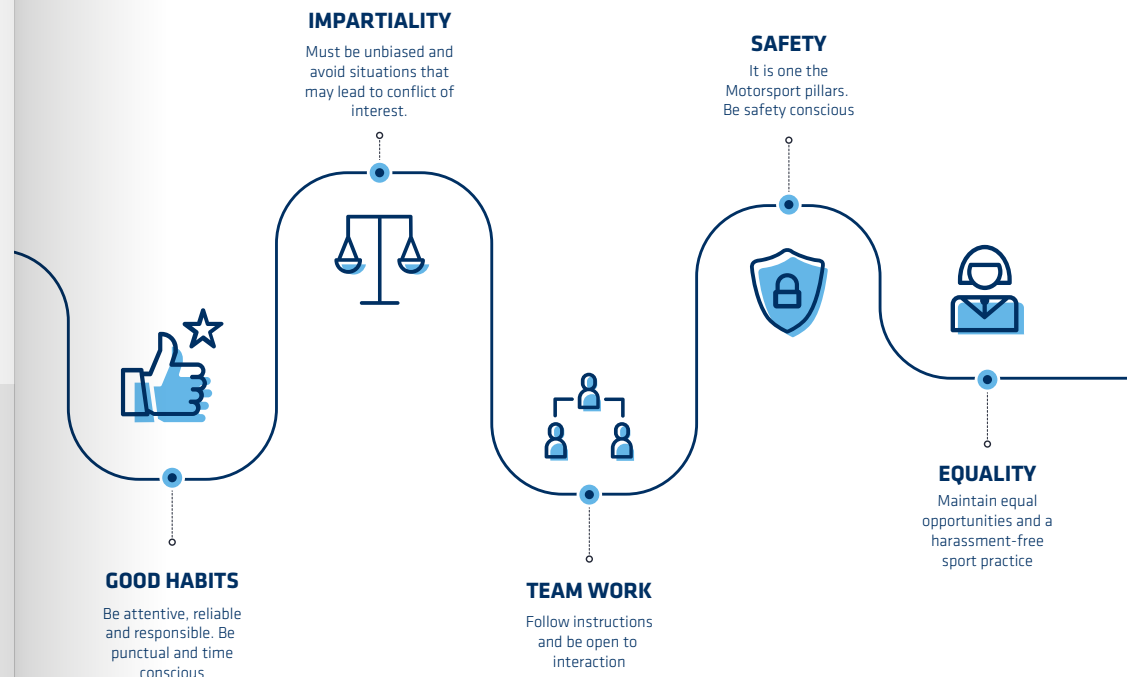


**We want more women in motorsport. Not only in the cockpit but also in management positions within the FIA, in administration and as marshals at the tracks. There's still a long way to go for women, in motorsport, too. But they're motivated and want success – and we're there to support them."**

**Jean Todt**  
President of the FIA  
(Drivetribe, 23 March 2021)

## Roadmap of a good motorsport official

A good official must project a positive and professional image at all times. Always remember that you are representing the sport, its values, as well as, your club, your federation and your country. This is the roadmap of a good official:



# GENERAL MANAGER / MARSHALS' COORDINATOR

In the role as general manager for SCCA, I lead, encourage and grow permanent and field staff; operate, grow and publicize the F4 U.S. and F3 Americas Championships; provide sanctioning, insurance, and logistical support for additional series (Trans Am Series, Formula Race Promotions, and Radical Cup North America); cultivate and grow partnerships (existing and new).

On the other hand, as a marshal coordinator for the Circuit of the Americas (COTA) I encourage, promote, train and grow the marshal program for the major events at COTA; plan and execute the logistics of marshal movements during events; facilitate dialogue between the series and marshals.

## SKILLS

- Good at organization and planning
- Leadership and management skills
- Effective communicator (written and oral)
- Quick on your feet; mentally and sometimes physically
- Professionalism
- Stand up for yourself



NAME

**SYDNEY DAVIS YAGEL**

JOB TITLE

**General Manager / Marshals' Coordinator**

ORGANIZATION

**Automobile Competition Committee  
for the United States (ACCUS)**

## ► What do you love about your job?

I thrive in a fast-paced environment, and racing is just that. I relish being under pressure and solving problems. I also enjoy creating something the team and fans enjoy. No matter what happens behind the scenes, no matter how chaotic it can get, if the teams and fans are happy, we've done our job.

## ► Describe the main challenges in your job

Being young and a woman often make people question our abilities. I find that some people may not take us seriously until you are a little frank. Don't let others walk all over you. But the biggest difficulty I have encountered is trying to implement change. Changes are hard, for everyone, but if we don't try something it, it doesn't mean it wouldn't work.

## ► Sydney's best memory to date is:

Working my first INDYCAR and F1 races. I was thrust into a leadership role that I wasn't sure I could handle, but I didn't have time to think about whether I could do the job. I just did it! After the fact, I realized this was something I needed to further pursue, especially when I received positive feedback from many in key leadership roles above me.

## ► Your advice for the next generation

1. Be yourself: don't compromise your feelings or thoughts because you think someone wants you to act or think a certain way.
2. If at first you don't succeed, try again: I can't tell you how many phone calls, emails and letters I made to make connections to put myself in the positions I did. Take every opportunity that comes your way, even if you don't think it's right for you. You can always change your mind in the future, but if you shut the door before it's even opened, you'll never know.
3. Enjoy the ride: I often find myself in places I never thought possible, but I've enjoyed every step of the way. And, I haven't forgotten what and who got me there.

## ► How can we recruit more female volunteers and officials?

I think having a social hour in major cities that host large pro events would give locals the opportunity to see what it's all about.



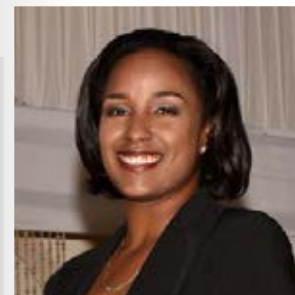
# JUDGE OF FACT / TIME CONTROL MARSHAL

As a judge of fact in circuit racing, I am situated at the start/finish line and I am responsible for monitoring the progress of every car. Judges of facts have an extra responsibility than the rest of the marshals. In addition to informing race control of any possible incidents, they also take decisions. In my case, I am in charge of establishing the finishing order. The only officials that can overrule a judge of fact's decision are the stewards of the event.

On the other hand, in rallies I work as a time control marshal. I am assigned at a position at the start or finish of each stage and I control and note the time that the rally car enters the control. I log that information in a report but also on the timecard that the competitors carry with them. This job is very important, because in case of discrepancies in the rally control will contact us to verify the times.

## SKILLS

- Enthusiasm
- Love for the sport
- Rules and regulations knowledge
- Keen eye for detail
- Be intuitive



NAME

**TIFFANY BRYAN**

JOB TITLE

**Judge of fact / Time Control Marshal**

ORGANIZATION

**Jamaica Millennium Motoring Club (JMMC)**

## ► First motorsport experience

I have always been interested in cars and racing from before I was old enough to drive. As soon as I got my driver's license, I would always go and watch racing whenever I got the chance. In 2010, through a friend, I was given the chance of a lifetime to go to Dover Raceway and I fell in love with my club and the sport.

## ► How did motorsport help you during challenging times?

I quickly learned that Motorsports is more than a sport or a fraternity it is a family. It has become an escape for me when life gets too serious and helped me to overcome many personal challenges, one of which being health challenges. In 2015, I was diagnosed with an illness that changed my life and everyone told me that I should step away from the sport because of how physically taxing it can be, but it has been a true solace for me. Through my involvement in motorsport, I have been able to cope and grow. It has allowed me to break out of my shell and take steps to become who I genuinely believe I am destined to be. I believe it is this sheer determination and overcoming every obstacle faced in pursuit of your passion that embodies the spirit of the sport. It is also a space that allows me to feel like a positive part of something bigger than myself.

## ► Which is your favourite motorsport discipline?

This is a very tough question for me, as a marshal I am torn between circuit racing and rallies. However, if I had to choose, I would say that my favourite event is circuit racing. There is something about the air, spirit, adrenaline and racing fumes that you encounter at the circuit. I love the competitive nature of circuit racing and just the sheer adrenaline that is infused into the genre of the sport. I genuinely enjoy watching the underdog outperform and upset the proverbial cookie cart.

## ► Your advice for the next generation

I would tell them to not think about it but to just do it. It is challenging and at times is crazy and scary, but it is the most rewarding space that one can exist in. The joy you experience in this sport is immeasurable.

# PRESS OFFICER

The work as a press officer involves a wide range of activities not just limited to interviews and press releases, but also to make the media center work and to create the best opportunities to work for journalists and photographers attending the event. Nowadays, I work at the Silk Way Rally as the Media Center Manager and I am the Press Officer of WRC Rally Argentina, MXGP Patagonia Argentina, and also of the Argentinian race of the brand-new category, Extreme E.

## SKILLS

- Be good at writing
- Capacity to work during long racing days.
- Adaptability to every kind of situation and environment
- People skills
- Strategic planning skills
- Regulations' knowledge
- Be alert



NAME

**BELÉN OTERO**

JOB TITLE

**Press Officer**

ORGANIZATION

**Automóvil Club Argentino (ACA)**

## ► How did you become a motorsport official?

Motorsport has always been a part of my DNA, but it was a mix of instinct and a little bit of luck. I had read that the Rally Dakar was coming to Argentina and South America, so one afternoon I was at home, looking at the website of the rally and I decided to send a resume (CV) by email. I just thought that I would love to work there. One week after, I received the phone call and that was how it all started, I was 22 years old. Then, one work brings another.

## ► Which are your career highlights?

Definitely, my first job in motorsport as a member of the press department of Rally Dakar and the 8 editions after I joined the press team. Because of its big media coverage, I really improved my planning skills. There is a lot of work behind and done in advance to make these events great.

Also, my experience as secretary of the stewards for the WTCC event in Argentina. I learned a lot about sporting and technical rules, as well as procedures. That gave me great tools that I can use today in my work as a press officer.

Finally, working at the press department of the Silk Way Rally. During the rally we live and work in the bivouacs, where you have to adapt yourself to the natural atmosphere. I really love to see people from different countries and cultures easily working together.

## ► Your advice for the next generation

1. Just try. No matter how difficult this atmosphere can seem to be, give it a chance. You never know what can happen.
2. Learn from everyone. Normally, in motorsports, especially in international competitions, there are a lot of people working from so many countries and that is an incredibly valuable opportunity to learn so much. Not only about different cultures, also to learn about how people work in different countries. That simple thing can give you so many tools for you and your work.
3. The organization book is always your best friend.
4. Never be late!

Motorsport is no longer an ambiance only for men. There is a lot of opportunities for women!

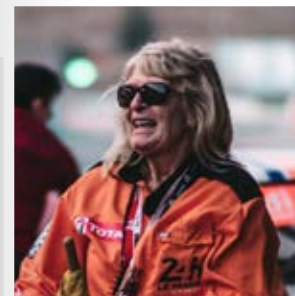
# PIT LANE / START-LINE MARSHAL

My main role as a specialist pit lane marshal is to ensure safety and discipline in the pit lane. For example, making sure that safe working practices are followed, that there are no under 16-year-olds in the pit lane and to provide fire cover. When dealing with teams and their guests, being firm but polite is necessary, for instance when clearing people from the pit wall for the start of a race. We need to always be aware of what is happening around us and ready to act immediately should the need arise. We may also need to chase up cars and drivers who are late in leaving their garage and need to get to the assembly area quickly and should a car need to be pushed back to its garage, a marshal carrying a yellow flag will warn other cars coming in and out of the pit lane that they must proceed with caution.

I also have a role as a start-line marshal, helping to grid cars in the right grid spot. We will also make sure the grid is cleared of team members before the countdown begins and be ready to give warning should there be a car stall on the grid.

## SKILLS

- Ability to think on your feet
- Be a proactive team player
- Be polite but firm
- Be constantly alert
- Firefighting and first aid skills
- Adaptability to weather conditions



NAME

**DENISE CHAMBERS**

JOB TITLE

**Pit Lane / Start-line Marshal**

ORGANIZATION

**Motorsport UK**

## ► First motorsport experience

After hearing announcements on the speakers at several Grand Prix meetings at Silverstone, thought I would check if there was an age limit, as I thought I was too old to start. I was 59 at the time but I wasn't too old. My motorsport career started then, in 2013.

## ► Why is motorsport important to you?

If I hadn't become involved in motorsport, I think I may have ended up a couch potato! The social side is amazing. Being in the Pit Lane means you often work with the same people and we have formed many friendships. Campsites are great social gatherings are too, and we all have something in common! Plus, you get close to the cars and are doing things other people can only dream about. I feel very privileged to be a motorsport marshal and it has become a big part of my life.

## ► Explain your experience in the Le Mans 24h race

In June 2015, I attended my first Le Mans 24hr race as a Pit Lane Marshal. I was a little apprehensive as it was my first time marshalling abroad and the Le Mans 24hr is one of the most prestigious races in the world. I needn't have worried, all the marshals made me feel very welcome and I soon settled into the Pit Lane duties. Standing on the starting grid listening to the spectators singing 'La Marseillaise' remains one of the most moving moments I have ever witnessed. I felt privileged to be a part of it. We were able to watch the race start from the pit wall and the noise of car engines rose as they began to pull away and when they crossed the start line, the sound was incredible! It was amazing. We worked in shifts throughout the 24hr race and seeing all the lights of the cars going round the circuit at night was a sight to behold. Our campsite was only a few hundred metres from the circuit and the sound of the cars didn't keep me awake during my breaks – it was the red flags and the sudden silence that woke me up! Marshalling at Le Mans was very special and I have marshalled there every year since.

## ► Your motivational quote to recruit more female officials

You are never too old to start!



# COMPETITOR RELATIONS OFFICER

A Competitor Relations Officer or CRO is the connective link between the competitors and the organization. My responsibility is making sure to pass all relevant the information to the teams and reports to the Stewards at their meetings. This role is extremely dynamic and versatile, which ultimately is very satisfying and fulfilling. The work prior to the event is really important; I have to study the relevant rules and supplementary regulations, familiarize with the entry list and read all the official documents.

During the event I am constantly present in scrutineering, drivers' briefing, and I walk around the paddock and service area to ensure everything is in order. When the practices and race heats are taking place, I am either present at the pre-start area or at the finish line. I am always visible to the drivers/teams as I'm wearing a tabard and ready to answer any queries they might have. Finally, at the end of event I attend the final scrutineering and prizegiving in case there are any situations that need to be cleared.

## SKILLS

- Regulations' knowledge
- Patience
- Flexibility and adaptability to changes
- Speak foreign languages
- Communicative
- Gentle and soothing but also strict and fair



NAME

**GABRIJELA JERMAN**

JOB TITLE

**Competitor Relations Officer**

ORGANIZATION

**Croatian Automobile & Karting Federation**

## ► How did you become a motorsport official?

I had dreamt about being involved in the Hillclimb event in my hometown and one day the occasion arose. As a professor of English language and interpreter I was invited to translate the event documents and interpret at Stewards meetings for the European Hill Climb race candidate event in 2000. I accepted and never looked back! For me it was a dream come true as it gave me the opportunity to work in a friendly environment of my club.

## ► What do you love about the Hillclimb discipline?

Hillclimb is the discipline in which I grew up with. Here I learnt the basics of our sport and step by step I built confidence. What I love about this discipline is the people I met, the organizers and officials who trust and believe in me that I will do a good job, friends and colleagues whom I can always give a call upon in case I need help and/or advice, and the drivers who are very down-to-earth and realistic. I also like the magnificent virtuosos behind the wheels charging up the curvy, hilly, narrow, fast zig-zagging tracks. The energy and spark during the hill climb events is fantastic!

## ► Which are your career highlights?

In 2019 I attended WRC Copac Rally Chile as part of the Scrutineering team. It happened that I was assigned to Hyundai as a Team Observer, which meant reporting to the FIA Chief Scrutineer on all the work carried out during the services on the car of Sébastien Loeb and Daniel Elena. Watching all of them from up close was a really special moment as it gave me the opportunity to directly communicate and work with some of the very best in our sport. Smashing!

## ► Your advice for the next generation

My advice to women who are considering joining motorsport either as an official or volunteer would be to live their dreams and be fearless. I would advise them to become a part of it as the world of motorsport is a wide & open space offering so many opportunities for them, from working in the race office to caring about safety along the track or perhaps from marshalling to even racing! Why not? The motorsport community is a positive one where race and/or skin colour do not matter. What matters is being an open-minded, hardworking team player.

# COMPETITOR RELATIONS OFFICER

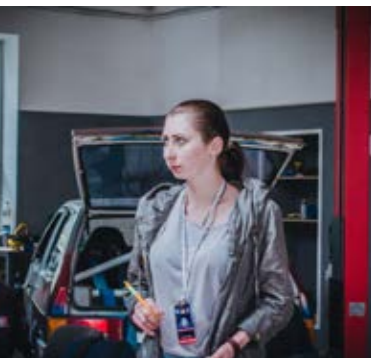
The principal duty of the Competitors' Relations Officer (CRO) is to provide information in connection with the regulations and the running of the rally to the competitors. Mainly we help people via communication. This is a role that is specific of to the road disciplines, mainly rallies, and doesn't exist in the circuit races.

From 2017, I am CRO at the Ukrainian Rally Championship. It's a very honorary position, as the Competitors' Relation Officer may attend the Stewards meetings in order to be briefed about all decisions. This way we can share the right information with the competitors.

Having a disability does not stop me from joining motorsports and being a great official.

## SKILLS

- Leadership and project management skills
- Quick decision-making
- Good time-management and planning
- Problem-solving
- Capacity to delegate tasks
- Ability to motivate and influence the team to reach goals
- Good with negotiation
- Interpersonal skills
- Stress-management skills



NAME

**YANA KLYMENKO**

JOB TITLE

**Competitor Relations Officer**

ORGANIZATION

**Automobile Federation of Ukraine**

## ► How did you become a motorsport official?

I had my first motorsport experience at 25 years old, as the Assistant of Secretary at a rally event. I remember that day very clearly. In order to be on time, I had to wake up at 03:20 am, because I had to start my trip at 5:00. That day, my morning schedule was very strict; I had to take a bus, the subway and a second bus in order to get to the Chayka Ring. When we were 700 meters away from the metro, the bus broke down and I had to run in order to be on time at the subway. With my injuries that was challenge for me, but now I speak about it with a smile. Nothing stopped me to reach the event and join motorsport!

## ► Why is motorsport important to you?

I am fond of motorsport. When I work on social projects in Automobile Federation of Ukraine, be at Rally Championship of Ukraine or attend Prize-Giving evenings at the end of the year, I feel that I am a part of something big, something magical. And at that moment my heart is full of love and happiness. I am very proud to be a part of it.

## ► Tell us a bit more about your disability

In 2015 I had a terrible car accident. As a result of it, both my legs were broken, including the left knee and an open fracture on the left elbow. I was in a wheelchair for three months. I had about ten surgeries on my legs and my left hand. Now I can walk, but my left arm is immovable in the elbow because of the lack of bones. Due to this, I don't drive anymore.

## ► Your advice for people with disabilities considering joining the sport

Don't be afraid. Motorsport wants you to be part of its family, motorsport wants you as a friend! Don't be embarrassed about your disabilities. You need to accept yourself and understand that person in the mirror is a new you. You are unique. Love your scars and injuries. They show that you live, they show your pain and your power. Yes, maybe you made mistake(s). But do you know anyone who doesn't make mistakes? I don't, everybody makes mistakes. You need to be proud that you are alive. Life is a miracle! Have a dream, join motorsport! At the first sight you can think that it is crazy, but when you have a difficult time in your life that dream will help you to not be broken, to not to lose belief in the future and your life. Live your life in that way and you can be an example to the society. You have a fortune to start your life again. Make it bright.

# CHAIRPERSON OF THE STEWARDS

The Stewards have supreme authority for the enforcement of the International Sporting Code and of all regulations applicable for the event for which they are appointed. They may settle any matter which might arise during an Event (this includes any reports received by the Race Director/ Clerk of the Course or by the Technical Delegates on an irregularity, any protests submitted by a competitor etc.) and they will rule on any alleged breach of the applicable regulations in deciding what penalty to enforce in the event of any such breach if determined after an investigation has been carried out. They may also order technical checks to be carried out, whether ex officio or following a protest received, and they will declare the classifications and results to be final at the end of a competition.

The panel of Stewards normally consists of 3 persons, appointed by the organiser, the ASN and/or by the FIA. They officiate as a body under the authority of a Chairman. Meetings, hearings and deliberations are presided over by the Chairman (or Chairwoman or Chairperson...) who is amongst other responsible for the conduct of any proceedings, for ensuring that the rights of the parties are respected and for drafting any decisions. They shall perform their duties with integrity and in an independent and diligent manner. They also act in an honorary capacity and they are in no way responsible for the organisation of the Event.

## SKILLS

- Good knowledge of all regulations and rules
- Good knowledge of judicial procedures
- Cross-discipline knowledge and experience
- Good knowledge of English and French languages
- Sense of justice and leadership qualities
- Self-assurance and common sense



NAME

**WALTRAUD WÜNSCH**

JOB TITLE

**Chairperson of the Stewards**

ORGANIZATION

**Deutscher Motor Sport Bund e.V. (DMSB)**

## ► Career highlights

- Successful participations in rallies on World Rally and National Championship level as a works driver with fantastic promotion at the time
- Winning the European Rally Championship for Drivers in 1990 as Team Manager of the Mitsubishi Team Germany
- 1<sup>st</sup> woman in a panel of Stewards in a Formula 1 event (2000 Grand Prix of Hockenheim), followed by many other appointments as ASN F1 Steward
- My first chair of the Stewards in a World Rally Championship event (2007 WRC Japan), followed by numerous others, a total of currently 55 chairs in WRC Events
- 1<sup>st</sup> woman to be appointed as member of the FIA International Court of Appeal in 2001
- 1<sup>st</sup> woman to chair an ICA hearing as President of the hearing in 2019

Despite a number of "1st women in..." in my career, I am proud that a many other women followed in most of these roles and that women as officials in motorsport are no longer an exception. I think that the WRC in particular has assumed some kind of model character in this respect. The foundation and the hard work of the Women in Motorsport Commission under the presidency of Michèle Mouton with all of their activities and promotional work has certainly contributed a lot to this!

## ► What made you become a motorsport official?

When I joined my local motorsport club, at the age of 15, early in the seventieth, I found everything that they were doing absolutely exciting and proposed myself as a volunteer in whatever they were planning. I was fascinated both by the organisation of such events and by the competition with automobiles on the roads and tracks and the combination of human skills and technology.

I initially fulfilled multiple roles in event administration, then as a marshal, as timekeeper, special stage commander and then in rally control on WRC level – but I also started to-codrive in local and national rallies before I got the opportunity and the invitation to try myself as a driver, which I enjoyed very much as a works driver over six years. The next steps were to become an official on international level - which I could also perfectly well combine with my language studies - in many roles up to my current multiple involvements. My current involvement as a Steward and member of judicial bodies is mainly motivated by my special concern to contribute to fair competitions in automobile sports and that, for this purpose, it is essential to apply and enforce regulations. Another key issue for me is to ensure that the rights of all parties involved are respected and exercised.



### ► Why is motorsport important to you? \_\_\_\_\_

Motorsport is an ideal field in which I have been able to try myself in various roles. Whether it was as a driver and head-to-head racing against other competitors, on the level of marshalling and stage commander in the roots of automobile competitions, or in organising, helping to manage, run and control events at high level with all the up-to-date technologies nowadays available or at present mostly in the jurisdiction field of rallies specifically, but also in other disciplines. Motorsport offers a wide field of opportunities in which you can carry out all kinds of activities and it provides for me a perfect 'playground' to combine all of my interests and skills.

### ► Your advice for women considering joining motorsport as an official or volunteer? \_\_\_\_\_

I will always give the recommendation to join a local motorsport club, if possible one that represents and is active in the fields in which the girl or woman is interested (organisation, official, driver, co-driver....). It is also important to develop self-confidence, to follow and stick to your targets, to dare to do what you are enthusiastic and passionate about, to develop a strategy on how to master setbacks and to always have a plan B! However, stay realistic and understand that it is always hard work to achieve one's goals!

Motorsport offers such a variety of fascinating and interesting activities that you can share and exercise if you really want. Dare to join this world and try it out, explore your limits and be strong and courageous! Live your dream, what is stopping you?

### ► Do you have any ideas on how to get more women involved in the sport as officials? \_\_\_\_\_

I think that such initiatives should be mainly managed by the ASN. I also think that there is a number of girls and young women, somehow "hidden" in local motorsport clubs and not really being aware on how they can proceed. Such local motorsport clubs could, for example, be approached by the ASN to identify and nominate girls and women who are interested in becoming an official and volunteer or to further advance in such roles. Regional workshops could then be organized and included in the ASN's education and training programs, not only for learning but also for networking purposes, and such candidates or officials could then be nominated to events, whether as trainees or officials.

*"The secret of getting ahead is getting started." (Mark Twain)*



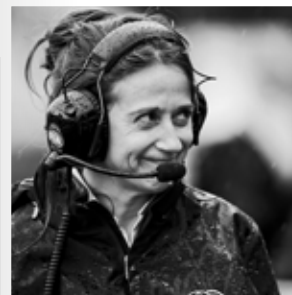
# F1 PERMANENT SCRUTINEER

As part of the F1 Technical Team I attend the F1 events to participate in the control of the compliance of the F1 cars with the regulations. My main focus is tyres. This implies not only managing the tyre tracking system but also performing additional controls before and after the tyres are use and coordinate the local scrutineers that scan the tyres in the garages.

In addition, I am also working on developing new methods for car geometry control to be implemented next year when the new regulations come into effect.

## SKILLS

- Engineering background
- Methodic
- Multitasking
- Ability to work under pressure
- Data acquisition and analysis
- Metrology
- Perfectionism



NAME

**NÚRIA ENCINAS**

JOB TITLE

**F1 permanent scrutineer**

ORGANIZATION

**Fédération Internationale de l'Automobile (FIA)**

## ► How did you become a motorsport official?

I started volunteering as a local scrutineer at a circuit. It quickly turned into a lifestyle. I was dedicating 100% of my free time to volunteering in motorsport. I became permanent a scrutineer of the RFEA (Spanish ASN), before becoming a Technical Delegate at the national level. I did every race as if it was my best and only chance. An unexpected change in my professional career convinced me to try turning it into a job. I knocked on all the doors of contacts I had made during my 10 years of volunteering. The FIA door opened. I turned my passion into my job. During six years I was part of the FIA Safety Department as a Senior Safety Engineer taking care of the homologation and control of safety equipment as helmets, fireproof clothes, seats, extinguishers, halo... and their control across different FIA competitions. At the beginning of this year, I joined the F1 technical team to focus exclusively on Formula 1.

## ► What do you love about your job?

I remember clearly the emotion I had as a kid when I was watching motor sport on TV. The first time I stood in the pit lane as a volunteer I could not believe I was there. I still have the same feelings, that passion every day when doing my job. Motorsport puts the technology at the service of a passion and my job allows me to be a participant in that.

## ► Your advice for the next generation

The younger you get involved in motor sport the better. However, this does not mean you cannot do it because you did not start very young. The first time I volunteered in motorsport I was 28 years old. Enjoy every minute and learn in every event, from everyone (from senior officials, from the teams, from everyone) absorb everything. Be committed to your role and demonstrate that being a volunteer also means for you to be professional. Persevere on chasing your dreams.

## ► Which are the career progression opportunities for already existing volunteers and officials?

Volunteering provides you a unique inside knowledge of motor sport that is very valuable. In addition, it also provides you with contacts. The possibilities are numerous: from continuing as a race official to engaging with teams, organizers, promoters, journalists. From engineering and mechanical roles to administrative jobs, including legal, marketing, journalism, logistic experts, travel organizers, etc

# SECRETARY OF THE EVENT / CLERK OF THE COURSE

The task of the Secretary of the Event is to know everything about the meeting as well as monitor and solve all the different needs in order for the event to take place. It is a role that includes a big range of responsibilities; before the event I am in charge to organize all the necessary meetings with the ASN, organizing committee and main officials.

I create most of the official documents, liaise with the local authorities and request the necessary permits. I also help recruit the volunteers and officials for the event. During the event I am the point of contact between, organization, teams, officials and spectators. I am also responsible for the original event's documents as well as their distribution to the main officials and participants. Finally, at the end of the meeting I share the dossier with the official documents with the club and/or federation.

I also had the opportunity to work as Clerk of the Course (CoC) in a few national rallies. As the CoC I have the responsibility of overseeing that the event is executed according to the rules and the safety standards. I have to make decisions about the stages and work closely with other rally officials. After the Event, I have to supervise that scrutineering and the publishing of the results ran without major issue.

These two roles actually go very closely hand in hand as they require good regulations knowledge, know all the volunteers and know how to fix any problems that can arise during the competition.

## SKILLS

- Good organization and planning
- Teamwork
- Motivational and good people's management
- Regulations and procedures knowledge
- Leadership
- Ability to work under pressure in several tasks simultaneously



NAME

**SANNA PELKONEN**

JOB TITLE

**Secretary of the Event / Clerk of the Course**

ORGANIZATION

**AKK-Motorsport**

## ► What made you become a motorsport official?

I have always been interested in cars, especially VW Beetles. A friend introduced me to motorsport. My first role as secretary was quite natural as women are very good at organising meetings, planning and keeping different tasks under control. Over the years I've been able to build quite a wide network of other volunteers and officials which is one of the most important areas of my role.

## ► Why is motorsport important to you?

Motorsports is a great hobby. I get to organize great events with other enthusiastic volunteers. The feeling and attitude in motorsport events are fair and easy-going. You can feel and see the excitement the competitors face. I have made many, many good friends over the years in motorsport activities. It is always nice to see them in different events. It literally makes us feel like a big happy family.

## ► What makes rallycross so special?

Rallycross meetings are pretty compact in location and timing. Paddock, scrutineering, media, race office race control, media are all in on place. The race day(s) are long but you get to gain a lot of experience. And of course the track activity itself! It is so exciting to watch competitors go head-to-head with their unbelievably powerful cars from Q1 all the way to the Final, I absolutely love it!

## ► Describe some of your memories in the sport

My first memory is from a winter rally in Kemi, Finland. I was the selling tickets for a special stage, but most of the spectators came by snowmobile. They drove in the woods instead of the road so I could't sell them tickets! It was a lonely few hours in the middle of the forest. But at least I get to see all the rally cars. One of the recent memories is from the CapitalBox World Rallycross of Finland last year, I was the Secretary of the Event. It was very a special event because of COVID-19 pandemic. We had to work harder than normal, but we managed to organize a successful meeting despite all the challenges!

## ► Your advice for the next generation

Just go and do it! Don't be afraid of new things; when you do, you learn! Challenge yourself and you will get a lot of new friends and experiences.



# SECRETARY OF THE EVENT

The Secretary of the Event is responsible for creating and distributing the Event's documents between teams, drivers and officials. I like things to be orderly, so I enjoy putting out timely announcements, bulletins, ensuring documents are all in order, preparing the ASNs information file and working on the event reports. I really enjoy working close to the Clerk of the Course and the teams.

As an official, I really enjoy ensuring that participants are well informed. My passion is helping people, and along with this, I find it is important to know the rules and regulations. I work with their team managers, we consult with other officials. I am happy to offer any guidance when I can in my role and help to ensure that we all "get it right", enjoy and have a smooth event.

My other favourite role in Motorsport is being a Competitors Relation Officer. I enjoy this particular role because I get to interact with people from different backgrounds and dialects. For the East African Classic event we travelled approximately 3,000kms and were on the road for roughly 10 days. It was gruelling but thoroughly enjoyable.

## SKILLS

- Integrity
- Communication
- Neat, assertive and firm
- Regulations' knowledge
- Teamwork
- Good organization
- Proficient taking meeting minutes



NAME

**JOAN NESBITT**

JOB TITLE

**Secretary of the Event**

ORGANIZATION

**Kenya Motorsports Federation (KMSF)**

## ► First motorsport experience

I enjoyed motorsports from a very early age, approximately 8 years old, I was very sporty as a child. Unfortunately, we didn't have any motor training, so we self-taught ourselves on the farm roads. We used to watch the rallies, Marlboro and East African Safari, when all the big international drivers came to Kenya. It was the best time of the year! We used to travel round the country just to watch them, in my mind I always told myself "I'll do this one day". And I did it!! I became a rally driver!

## ► Career highlights

From the very first time I started rally there was so much excitement. Family and friends were thrilled to have lady drivers in the sport. My first race was an adrenaline rush before you begin! We DNF, I was too fast into a jump and broke an axle!, that's when I learnt slow in fast out!. After that, the nicest thing about rallying is that the men in our families and in the team were really kind and very helpful to us, that really motivated us to keep going. I rolled my car once, but it was funny because the maasais (local tribesmen) who were watching ran away when we took off our helmets to find we were women! They couldn't believe our husbands could allow us to do such a thing. One event in Eldoret (a town in Kenya) we had a woman who told us that she stayed in the show ground praying for us and when we finished she was so elated she came with her husband, pointed him to us and told him that women are just as capable as men in rallying.

## ► What made you become an official in the first place?

It was mainly due to finance. We had to make a decision: children to university or rally!! I believe in participating and giving back to my community, and what better way to do this than through sports? That's when I decided, if I can't rally, I can assist in rallying, so that I will always be in touch with my passion. At least I would be behind the scenes and it's been great guiding novices.

## ► How can we recruit more female volunteers and officials?

We have formed a WIM Kenya, with this we plan to do a lot of workshops; work with organisations to encourage women in motoring and motorsports e.g., through the Automobile Association of Kenya, and companies to promote road safety as well as vehicle maintenance skills. Motorsport has no gender! Women bring new ideas, compassion organization and practicality. We are here to make a difference to the future of motorsports.

# TRAINEE SCRUTINEER

Being a trainee scrutineer is the first step in order to learn all the insights of the scrutineer role. Most of the ASN require the new officials to have several events experience as a trainee, before joining the sport as a full time official. This is the best way to train the next generation and ensure that knowledge and procedures remain consistent through time.

Scrutineers require a deep mechanical and technical knowledge, and an extense metrology background, for them to check that vehicles and drivers' equipment follow the required safety standards. They are also in charge of checking the eligibility of different types of vehicles during the competition.

## SKILLS

- Technical Regulations knowledge
- Engineering background
- Up to date with new technologies
- Attention for detail
- Problem solving



NAME

**MIRA TARAZI**

JOB TITLE

**Trainee Scrutineer**

ORGANIZATION

**The Royal Automobile Club of Jordan**

## ► Why is Motorsport important to you? \_\_\_\_\_

Motorsport is my passion! I used to watch the events that were organized by Jordan Motorsport with my family. Afterwards I became a volunteer and took part in the Ladies Karting Cup as a driver.

## ► Describe your role as a volunteer \_\_\_\_\_

I am currently a trainee scrutineer, I've been working very hard since a very young age, as well as studying the FIA regulations.

I've joined local Events such as National Rallies, Go-Kart races and Hill Climbs. I've also taken part in international Competitions such as the Middle East Rally Championship and the Jordan Baja, which is part of the Baja World Cup. Being part of these events as a trainee official allows me to work closely with the team heads, increase my technical knowledge, learn how to scrutineer a car and even write official technical reports.

## ► Which are your mid-term plans in the sport? \_\_\_\_\_

I am in my second year out of five studying Automotive Engineering and my dream would be to get involve in the sport on an international level right now, I can increasing my experience by combining my study field with my hobby.

My mid-term plans are to graduate in the bachelor's degree in Automotive Engineering and complete a Masters in Motorsport Engineering. Once I've done that, I will seek my way in several motorsport teams.

## ► How can we recruit more female volunteers and officials in Jordan? \_\_\_\_\_

I've participated in Ladies Karting Cup in Jordan with almost 150 ladies. We were asked in a survey if anyone would be interested to get involved further in the sport. It will be important to follow up on the outcome of this survey to find other women wanting to join motorsport as volunteers and officials.

From my side, I am promoting racing in my university.

Finally, it will be good to create a group "Women in Motorsport in Jordan" in different social media platforms in order to encourage every female in this field.

## ► Your advice for young woman like you wanting to be part of this sport \_\_\_\_\_

If they have motorsport in their soul, they must be encouraged to show their best. I would give them the advice to pursue their passion!

# SCRUTINEER

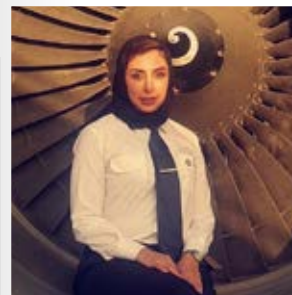
A Scrutineer's main responsibility is to check that the cars comply with the championship's regulations and bulletins. Before the start of the event, we are responsible to check all the safety aspects of the car as well as the drivers' safety equipment. In case of failing the pre-event checks, we inform the Stewards but also request the team to rectify the situation, failing which they cannot be authorized to take care in the event.

Our responsibility is also to ensure that any changes made to the car are recorded and reported to the Chief Scrutineer as well as the Technical Delegate.

Finally, at the end of the qualifying sessions and races, we check that the items scrutineered are within the parameters established by the rules and that the cars comply with the technical regulations.

## SKILLS

- Technical/Engineering background
- Attention for detail
- Inquisitive
- Competitive
- Passionate about disassembling and assembling part



NAME

**SHEREEN AL MAZROUEI**

JOB TITLE

**Scrutineer**

ORGANIZATION

**Emirates Motorsport Organization (EMSO)**

## ► First motorsport experience

I grew up with both my brother and cousin and they influenced me quite largely, getting me into loving cars. In 2013, I started scrutineering for the Formula 1 during the Abu Dhabi Grand Prix. Since my first motorsport experience, I have not stopped, quite the opposite as I got more involved in scrutineering and the sport joining other championships and events like: TRD, the Gulf 12 hours and drag races.

## ► Which is your favourite motorsport discipline?

Being a scrutineer for drag racing is by far the most exciting because of all the supercars that have been heavily modified with horsepowers reaching 1900. Its not something you see everyday I assure you. On the other hand, there are many more rules and regulations for the safety of the drivers that they must abide by to be able to race. A good example is that cars that drive over 250km/h must have parachutes installed in the back to reduce their speeds and if the parachute isnt locked in place, they need to fix it or they will be disqualified.

## ► How your daily job fixing planes helped your motorsport career?

I have always been passionate about disassembling and assembling parts, and being an aircraft engineer working in heavy maintenance for Etihad, that is exactly what I do. When you dismantle an engine and know how it works, you notice the similarity to the F1 car engine but in a larger and stronger version. Both of my passions made me realize how important and it is to pay attention to details and that made me realize that every detail counts.

## ► How can we recruit more female volunteers and officials?

We can promote more the existing females in the sport and show how we work. It is also important to support us to reach senior positions. A mentoring program where a senior official guide the girls and women interested in motorsport would be a great initiative. In 2016, I brought in a team of Emirati male and females into the sport but in order to have these types of initiatives we need support from ASNs and clubs.

## ► Your advice for the next generation

As an Emirati female scrutineer, I have noticed that Motorsport opens its doors to all nationalities, races, and genders. Motorsport is for everyone!



# CRANE OPERATOR

I have a dual role, primarily as a Crane Operator, I am responsible for picking broken down or crashed cars off the track during race weekend. I need to recover the cars in the shortest time possible but putting everyone's safety and positioning first.

I also have to place the recovered cars on a tilt, so that the cars can be returned to the respective garages. If needed, I may be deployed as a Recovery Marshal to help on the ground instead of operating the crane.

Most of the crane operators get to work with the crane once a year, so we need to make sure we refresh our knowledge and skills so that we can get up to speed by the time the Singapore Grand Prix arrives.

## SKILLS

- Determination
- Discipline
- Capacity of training with the forklift for long periods of time. Practice, practice, practice – no amount of practice is too much.
- Communication
- Patience
- Planning ahead. We try to simulate all the possible (and impossible) situations.



NAME

**ELAINE GOH**

JOB TITLE

**Crane Operator**

ORGANIZATION

**Motor Sport Singapore (MSS)**

## ► First motorsport experience

I've been a motorsport fan since 2005, and in 2007 I started as a marshal in local motorsport events like karting and gymkhana. One day, during a local karting competition I was handling with a major incident, when someone responsible for the Singapore GP spotted me and recruited me to join the Grand Prix's family of marshals and volunteers.

## ► What do you love about your job?

The thrill and excitement of being so close to the track!

## ► Which is your best motorsport memory up to now?

In 2009, during my first overseas volunteer marshal trip to Melbourne for the F1 Australian GP. Two cars touched near my marshal post and a Kingfisher plate fell off. I volunteered excitedly to go over the fence and recover the piece of debris. That was my first time on a hot track, and it was an exhilarating experience! I was thinking was "do not fumble, do not fall, do not embarrass yourself". We had to wear KERS gloves and the debris was a flat plate, but I managed to pick it up, run back to marshal zone, and the spectators behind applauded. The second one, representing Singapore on the Women in Motorsports Exchange program in 2014. It was a one-of-a-kind experience. I was treated to a tour to the Ferrari garage and the starter/finisher box! I also got to meet Williams F1 Team's Principal Claire Williams and other female team principals and drivers.

## ► Your advice for women considering motorsport as a career

Don't be afraid to try new roles, or to request for opportunities. Be committed to what you've signed up for. No role is too small! Be confident in yourself, because you wouldn't be there if the organizers didn't think you could do it. Finally, ask yourself this question: "When was the last time you did something for the first time?"

## ► How can we recruit more female volunteers and officials?

I think we should work harder on the communication side: use the senior female marshals in advertising and promote them in social media with posts, videos... Motorsport has always been a male dominated environment, but the more females who take part, the more we empower both ourselves and other females. This way we can show that we can do things just as well as men, if not better! There's nothing you can't do, if you put your mind to it. Believe in yourself

# TIMEKEEPER

I am in charge of collecting the lap time data from all race cars with a measuring device called transponder. When a car crosses the control line the transponder transmits it's lap time to the timing room, where we collect the figures and issue the official results for the event.

I am also in charge of applying in the classification any penalties imposed by the Stewards during a practice session or race. This area of my job requires me to have a good knowledge of the regulations as well as the ability to follow all the incidents that occur during a session.

Timekeeping is one of the pillars in the sport and I'm delighted to part of it.

## SKILLS

- Being good with numbers
- Knowledge and interpretation of Sporting Regulation
- Multitasking
- Capacity to concentrate during for a long period of time



NAME

**MIKA KOMODA**

JOB TITLE

**Timekeeper**

ORGANIZATION

**Japanese Automobile Federation (JAF)**

## ► First motorsport experience

My boyfriend at school days participated in an amateur race, so I went to the racetrack to cheer for him. I gradually got involved in the sport, not just as a spectator, but assisting race teams. Soon I realized that racing would not exist without organizers and officials so I shifted my curiosity towards the race operations' side. I tried different roles in motorsport as race control personnel and stewarding, but the one I love the most is timekeeping.

## ► What is motorsport for you

Being a race official is an indispensable part of my life, motorsport shaped my identity. Some people ask me why I devote my free time and weekends to the sport. The truth is that this sport shifted my lifestyle and brought me success and joy, even during difficult life turning points. Meeting people and building friendships with officials and promoters from overseas is invaluable. Sharing similar interest beyond borders or races is one of the best things in motorsport.

## ► Which are your career highlights?

I strongly remember a few events where the stewards had to deal with quite a few protests and penalties during the weekend and dished out many penalties. I felt a lot of pressure delivering the official results correctly after applying the complex penalties. Having that big responsibility in events as the FIA WEC 6hours of Fuji in 2018 or the Toyota Gazoo Racing GT86 definitely is one of the highlights of my career.

## ► Your advice for women considering motorsport as a career

I believe female officials will be indispensable for future motorsports. We have great attention for detail, we evaluate and face challenges from a different angle and a wider perspective. The sport definitely needs us! I wish to see more and more women getting into the sport. I'm believe from the bottom of my heart that it will bring them joy and a big sense of responsibility.

# CHIEF MEDICAL OFFICER

As Chief Medical Officer for national and regional championships I have to supervise and ensure that the intervention plan is followed.

Early in the morning I would start with the emergency training sessions of first responders and ambulance teams. It is crucial everybody understands the extrication process in all vehicle models as well as knowing which are the nooks of the racetrack. Each microsecond can make a difference in an emergency situation.

During the practice sessions and races, I am in charge of overseeing the operations of the medical teams on track and in the track medical center. All the teams must work coordinate well with high precision and ensure the event is conducted safely.

## SKILLS

- Medical studies
- Ability to work under pressure
- Effective decision-making skills
- Leadership and management skills
- Analytical abilities

“Do what sets your soul on fire”



NAME

**DR. SWEETY PURUSHOTHAM**

JOB TITLE

**Chief Medical Officer**

ORGANIZATION

**Federation of Motor Sports Clubs of India (FMSCI)**

## ► First motorsport experience

I started riding motorcycles at very young age with my Dad's encouragement, but I did not get involved in motorsport as an official until I completed my specialization in the medical field. After a few events as a medical officer, I decided I wanted to also become a driver. Through the years I competed as a rally driver in the Jeep TSD Rally in 2019 and tested a LGB Formula 4 car for Ahura Racing.

## ► Why being a racing driver helped your job as medical officer?

Racing shaped my life in terms of fitness, but also being in contact with national and international drivers helped me understand better the perspective behind the wheel. The quick decision-making skill while I'm racing helps me professionally in my medical practice when I have to take decision in an emergency situation. My dual role in motorsport is not just good for me but for other women. When they see another woman competing as a driver but also as handling crucial decisions and emergencies, they get inspired, their confidence improves, and they realize that it is possible for women to handle challenges in any field.

## ► Your advice for the next generation

This is the time that the world has opened up more opportunities for women in motorsport. So, bring in your talent and add finesse to your skills in different areas of the sport by joining workshops and training days. FMSCI also organizes certified training programs for women that would like to get involved in racing.

## ► How can we recruit more female volunteers and officials?

It would be ideal to start the recruitment process at an early age. Schools and colleges can present motorsport workshops among the passionate young generations.

We can also count on men's support! Those who are already involved in the sport can promote motorsport as a safe and fun environment for women. Men can encourage their sisters, family members and girlfriends to attend to motorsport events and join as volunteer or official.



# COMMUNICATIONS / FLAG MARSHAL

The role of Communications entails communicating with race control about on-track and off-track incidents, relaying messages to and from race control to flag marshal.

At the beginning of the day after the chief marshal's speech I always let the flag team know of certain things I will do as communicator to ensure their safety. An example would be if I grab my fellow marshals' shirt and pull them towards me and away from the wall, please go with it especially if they have their back to on-coming traffic. If I yell "get down", please do it again for your safety and protection.

As an on-track communicator, I always have a small white board with me to write down any important info from race control to flag marshals especially if the point is noisy.

What I enjoy most about is that not only am I up close to the race action, I also get to hear what is happening around the track and I get to work with great people whom I have learnt a lot from.

## SKILLS

- Professional, treat your role as your job
- Responsible
- Courteous
- Good with communication
- Diverse
- Safety consciousness



NAME

**MALISSA TWEEDIE**

JOB TITLE

**Communications / Flag Marshal**

ORGANIZATION

**Motorsport Australia**

## ► First motorsport experience

In 2000 I went to Bathurst as a crowd control marshal, joined the officials' meeting and flag marshals were required desperately then, so I put my hand up. I enjoyed that day so much, I got my partner to volunteer the next day with me and we were both hooked. I took 16 years off to raise my children and my son now volunteers for Darwin Triple Crown and my youngest daughter who is 12 has expressed interest in doing it when she can legally do so. So I am keeping the love for motorsport in the family!

## ► Why is motorsport important for you?

Motorsport is a big thing in Australia, we had lots of drivers with amazing careers: Jack Brabham, Peter Brock, Dick Johnson to name a few. Racing it has been a major part of my upbringing. I was brought up around automobiles with my big brother and I was always asking him questions about his cars. And in return, he loved teaching me everything about them. I always said I was going to Bathurst one day whether it be racing a car or volunteering. Now that women have made a mark in motorsport with Simona De Silvestro and Renee Gracie racing in the V8s, it is more important for women to participate in motorsport as drivers and volunteers, they are role models for the younger generation of girls.

## ► Which are your mid-term plans in the sport?

My intentions and goals are to get more Indigenous women involved in motorsport in the Northern Territory. How amazing would it be to have an Indigenous female driver in motorsport? As I am currently the only Indigenous woman in any motorsport role in Australia, I conduct myself with pride and try to encourage the younger generation to get involved in the sport. Without the younger generation being involved, we won't have people to pass our knowledge to the future generations. I want to show other Indigenous women that if I have done it, so can they. My dream is to drive the course car, safety or medical car and work in race control.

## ► Your advice for the next generation

Do it! Don't hesitate! Motorsport is great fun; You will meet great people and make lifelong friends. Being an official is the best way to get to be a part of the on-track action, but always remember to take it seriously, there are lives at risk on and off the track.

## ► How can we recruit more female volunteers and officials?

Going to high schools and speaking to the young women in order to encourage them to volunteer alongside with their families. Creating an assistance/mentorship program for young women applying for the first time.

## How to get started?

It is key to be willing to say yes to opportunities that are presented to you. All the experience you gain will help you to become a more professional, competent and successful volunteer and official.

### STEP 1: DO SOME RESEARCH

Browse in internet for club, tracks, organizers in your area. The most contacts you establish, the easier it will be to join the sport and more opportunities you will have to be a volunteer and official. Contact your local National Sporting Authority for Motorsports (ASN) for further information. In the Who I can ask for advice? chapter of this booklet you can find a link to all the federations that are members of FIA.

### STEP 2: OPEN DAY VISIT

Most tracks and clubs organize open days to show the most relevant aspects of the sport, but also to recruit new volunteers and official. Make sure you don't lose the opportunity to join one of these activities!

### STEP 3: APPLY AS A VOLUNTEER

Join the club or track volunteers' training program. This step is mandatory in most of the organizations in order to join as an official. These courses normally take place during the weekend and you will learn about basic knowledge on the procedures, rules and regulations and most importantly, the safety aspects of a race meeting. At the end of the program, you may have to complete an assessment.

### STEP 4: ATTEND AS TRAINEE

Once you successfully completed the training course you may be selected to join a few events as a trainee or junior official. Attend as many events as possible and try different motorsport disciplines, that will give you a great background and it will help you to learn faster. Remember that motorsport is a small world: If you are competent, passionate and hardworking, you will be able to grow in it.

**Good luck!**



## Who can you ask for advice?

If you are thinking about being a volunteer or an official but want to find out if it's right for you, or which steps you should follow, there are great societies that can give you an insight into motor sport. Here are some links to those societies, which are working to promote women in motorsport:

**Federation Internationale de l'Automobile (FIA):** "The FIA Women in motorsport Commission aims to create a sports culture which facilitates and values the full participation of women in all aspects of motor sport" Michele Mouton, President of the Women in Motor Sport Commission.

[www.fia.com/women-motorsport](http://www.fia.com/women-motorsport)

The FIA membership is comprised of over 250 motoring and motor sport club members in more than 146 countries. There is likely to be a local motor sport club in your country, contact them and see what events and advice they can offer. To find which is your closer club or federation have a look at:

<https://www.fia.com/members>

In 2020 the FIA present the **Purpose Driven** movement, to federate and amplify all the initiatives that help us to achieve our objectives in terms of health and safety, environment, gender equality, diversity, inclusion, and community development. Have a look at the website here:

<https://purposedriven.fia.com>

You can also find information about the volunteers and officials in each ASN website. You can find below a few ASNs website links that explain the steps to follow to become an official as well as the skills and good practices.

**Motorsport Australia:** governing body of Australian motorsport.

<https://motorsport.org.au/officials>

**Motorsport UK:** governing body of UK motorsport.

<https://www.motorsportuk.org/volunteers/>

**Motor Sports Singapore:** governing body of Singapore, and its Volunteers and Officials Commission.

<http://www.mss.org.sg/Commissions/VolunteersAndOfficialsCommission>

The Women in Motorsport Commission has more than 70 national representatives in the world appointed by their National Sporting Authorities. Their mission is to help implementing the WIM initiatives in the respective countries in order to create a motorsport culture that facilitates and values the full participation of women in all aspects of motorsport.

In order to strengthen the communication with the national representatives the Women in Motorsport Commission appointed a regional representative for each of the FIA Regions.

If you have any questions regarding the steps to become a volunteer or official or you would like to receive more information regarding the WIM projects in your region you can contact your regional representative:

|                                |                              |  |
|--------------------------------|------------------------------|--|
| <b>North America:</b>          | Lyn St James (USA)           | <a href="mailto:lyn@lynstjames.com">lyn@lynstjames.com</a>               |
| <b>Latin America:</b>          | Nathalie Moutet (MEX)        | <a href="mailto:moutet@omdai.org">moutet@omdai.org</a>                   |
| <b>Europe:</b>                 | Tiina Lehmonen (FIN)         | <a href="mailto:tlehmonen@nepgroup.com">tlehmonen@nepgroup.com</a>       |
| <b>Africa:</b>                 | Hellen Kagendo Muchiri (KEN) | <a href="mailto:hkshiri@gmail.com">hkshiri@gmail.com</a>                 |
| <b>Middle East:</b>            | Randa Nabulsi (JOR)          | <a href="mailto:randanabulsi@racj.com">randanabulsi@racj.com</a>         |
| <b>Asia - Pacific:</b>         | Janette Tan (SGP)            | <a href="mailto:janettetan@mss.org.sg">janettetan@mss.org.sg</a>         |
| <b>V&amp;O representative:</b> | Silvia Bellot (ESP)          | <a href="mailto:sbellot-consulant@fia.com">sbellot-consulant@fia.com</a> |

Finally, in order to have more information regarding the different actions taken by different FIA Commissions make sure you follow their Instagram accounts. Don't hesitate to contact them and ask more information about their programs.

**@fia\_volunteers\_officials:** The FIA Volunteers and Officials Commission has set up its Instagram account to celebrate and highlight the works of our worldwide community of dedicate volunteers and officials.

**@fia\_disability\_accessibility:** The FIA has created the Disability and Accessibility Commission to ensure accessible racing and motoring across both the Sport and Mobility pillars.

**@fia\_safety:** The FIA Safety Department account highlights their work to continuously improve safety in all forms of motorsport.



## NOTES



### With thanks to our contributors and supporters:

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